

CONFIDENTIAL

DDA 80-2144

3 OCT 1980

MEMORANDUM FOR: Director of Finance  
Director of Personnel Policy, Planning and  
Management  
Chief, Central Cover Staff

25X1  
FROM:

[REDACTED]  
Special Support Assistant to the DDA

SUBJECT: Foreign Service Act of 1980 (U)

1. Attached is a copy of the OPM/OMB version of the pay comparability increase for Foreign Service personnel which has been given to the House/Senate conferees as the maximum acceptable to the President. In fact, President Carter wrote in the margin of the transmittal memorandum that he would veto the legislation if this schedule is exceeded. AFSA has already accepted this schedule. The attached schedule does not reflect the anticipated general increase of 9.1 percent. (U)

2. It is suggested that the attached table be reviewed to determine what the impact will be [REDACTED]

STAT

25X1

Attachment:  
As stated

WARNING NOTICE  
INTELLIGENCE SOURCES  
AND METHODS INVOLVED

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## INCREASES BY CLASS LEVEL

N.B. Steps 11-14 not shown

Approved For Release 2005/11/28 : CIA-RDP92-00420R000300100010-9

	1	2	2	4	5	6	8	9	10	
	S T A F F O N L Y									
CURRENT										
3/S-1	37067	38303	39539	40775	42011	43247	44483	45719	46955	48191
W S-1	40832	42056	43318	44618	45956	47335	48755	50218*	51724*	53276*
Incr.	\$3765	\$3753	\$3779	\$3843	\$3945	\$4088	\$4272	\$4394	\$3158	\$1922
Incr.	10.16%	9.80%	9.56%	9.42%	9.39%	9.45%	9.60%	9.61%	6.72%	3.99%
CURRENT										
4/S-2	29375	30354	31333	32312	33291	34270	35249	36228	37207	38186
W S-2	33086	34078	35101	36154	37238	38355	39506	40691	41912	43164
Incr.	\$3711	\$3724	\$3768	\$3842	\$3947	\$4085	\$4257	\$4463	\$4705	\$4983
Incr.	12.63%	12.27%	12.03%	11.89%	11.86%	11.92%	12.08%	12.32%	12.65%	13.03%
CURRENT										
5/S-3	23687	24477	25267	26057	26847	27637	28427	29217	30007	30797
W S-3	26819	27614	28442	29295	30174	31079	32012	32972	33961	34980
Incr.	\$3122	\$3137	\$3175	\$3238	\$3327	\$3442	\$3585	\$3755	\$3954	\$4183
Incr.	13.18%	12.82%	12.57%	12.43%	12.39%	12.45%	12.61%	12.85%	13.18%	13.58%
CURRENT										
6/S-4	19451	20099	20747	21395	22043	22691	23339	23987	24635	25283
W S-4	21724	22375	23047	23738	24450	25184	25939	26717	27519	28344
Incr.	\$2273	\$2276	\$2300	\$2343	\$2407	\$2493	\$2600	\$2730	\$2884	\$3061
Incr.	11.69%	11.32%	11.09%	10.95%	10.92%	10.99%	11.14%	11.38%	11.71%	12.11%
CURRENT										
7/S-5	17403	17983	18563	19143	19723	20303	20883	21463	22043	22623
W S-5	17603	18131	18675	19235	19812	20406	21018	21649	22298	22967
Incr.	\$200	\$148	\$112	\$92	\$89	\$103	\$135	\$186	\$255	\$344
Incr.	1.15%	.82%	.60%	.48%	.45%	.51%	.65%	.87%	1.16%	1.52%
CURRENT										
8/S-5	16288	16831	17374	17917	18460	19003	19546			
W S-5	17603	18131	18675	19235	19812	20406	21018	21649	22298	22967
Incr.	\$1315	\$1300	\$1301	\$1318	\$1352	\$1403	\$1472	N.B. These figures have been provided by OPM & are correct.		
Incr.	8.07%	7.72%	7.49%	7.36%	7.32%	7.38%	7.53%			

	S	T	E	P	S					
	1	2	3	4	5	6	7	8	9	10
CURRENT S-6	15580	16099	16618	17137	17656	18175	18694	19213	19732	20251
NEW S-6	15736	16208	16694	17195	17711	18243	18790	19353	19934	20532
\$ Incre.	\$156	\$109	\$76	\$58	\$55	\$68	\$96	\$140	\$202	\$281
% Incre.	1%	.68%	.46%	.34%	.31%	.37%	.51%	.73%	1.02%	1.39%

CURRENT S-7	13954	14419	14884	15349	15814	16279	16744	17209	17674	18139
NEW S-7	14068	14490	14924	15372	15833	16308	16798	17301	17820	18355
\$ Incre.	\$114	\$71	\$40	\$23	\$19	\$29	\$54	\$92	\$146	\$216
% Incre.	.82%	.49%	.27%	.15%	.12%	.18%	.32%	.53%	.83%	1.19%

CURRENT O-8	13925	14389	14853	15317	15781	16245	16709			
NEW S-6	15736	16208	16694	17195	17711	18243	18790	19354	19935	20533
\$ Incre.	\$1811	\$1819	\$1841	\$1878	\$1930	\$1998	\$2081			
% Incre.	13.01%	12.64%	12.39%	12.26%	12.23%	12.30%	12.45%			

CURRENT S-8	12503	12920	13337	13754	14171	14588	15005	15422	15839	16256
NEW S-8	12576	12953	13342	14154*	14579	15016	15467	15931	16409	16901
*from here on each step advances by one step										
\$ Incre.	\$73	\$33	\$5	\$400	\$408	\$428	\$462	\$509	\$596	\$645
% Incre.	.58%	.26%	.04%	2.89%	2.88%	2.93%	3.08%	3.3%	3.6%	3.97%

CURRENT S-9	11206	11580	11954	12328	12702	13076	13450	13824	14198	14572
NEW S-9	11243	11927*	12285	12654	13033	13424	13827	14242	14669	15109
*from here on each step advances by one step.										
\$ Incre.	\$37	\$347	\$331	\$326	\$331	\$348	\$377	\$418	\$471	\$537
% Incre.	.33%	3.00%	2.77%	2.64%	2.61%	2.66%	2.8%	3.02%	3.32%	3.69%

N.B. All figures have been provided by OPM.

## INCREASES BY CLASS LEVELS - page 3

N.B. Steps 11 to  
14 not shown

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CURRENT										
FSS-10	10049	10384	10719	11054	11389	11724	12059	12394	12729	13064
NEW S-9	11243	11580	11927	12285	12654	13033	13424	13827	14242	14669
\$ Incre.	\$1194	\$1196	\$1208	\$1231	\$1265	\$1309	\$1365	\$1433	\$1513	\$1605
% Incre.	11.88%	11.52%	11.27%	11.14%	11.11%	11.17%	11.32%	11.56%	11.89%	12.29%

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N.B. These are official figures provided by OPM.

		OPTION AT \$27.4 MILLION		INTERGRADE DIFFERENTIALS
<u>CURRENT</u>	<u>NEW</u>	<u>STEP ONE RATES</u>	<u>GS EQUIVALENTS</u>	
SO/R/RU-3, FSS-1	FS-1	40832	GS-15.00	23.41%
SO/R/RU-4, FSS-2	FS-2	33086	GS-13.71	23.41%
SO/R/RU-5, FSS-3	FS-3	26810	GS-12.43	23.41%
SO/R/RU-6, FSS-4	FS-4	21724	GS-11.28	23.41%
SO/R/RU-7, FSS-5	FS-5	17603	GS-9.34	11.85%
SO/R/RU-8, FSS-6	FS-6	15737	GS-8.20	11.85%
SS-7	FS-7	14068	GS-7.10	11.85%
SS-8	FS-8	12576	GS-6.03	11.85%
SS-9, FSS-10	FS-9	11243	GS-5.00	

PAY TABLE\*

	<u>STEPS</u>												
	1	2	3	4	5	6	7	8	9	10	11	12	13
0832	42056	43318	44618	45956	47335	48755	50218	51724	53276	54874	56520	58216	59912
086	34078	35101	36154	37238	38355	39506	40691	41912	43169	44464	45798	47172	48586
809	27614	28442	29295	30174	31079	32012	32972	33961	34980	36029	37110	38224	39372
724	22375	23047	23738	24450	25184	25939	26717	27519	28344	29195	30070	30973	31904
603	18131	18675	19235	19812	20406	21018	21649	22298	22967	23656	24336	25097	25888
736	16208	16694	17193	17711	18243	18790	19353	19934	20532	21148	21783	22436	23107
068	14490	14924	15372	15833	16308	16798	17301	17820	18355	18906	19473	20057	20658
576	12953	13342	13742	14154	14579	15016	15467	15931	16409	16901	17408	17930	18467
243	11580	11927	12285	12654	13033	13424	13827	14242	14669	15109	15562	16029	16511

pay cap still limits FS-1 pay to \$50,112.50. Figures do not include 1% comparability adjustment suggested for all Federal workers by the President's Pay Agent in September 1980. Pay Table has been provided to OPM and is based upon the GS scale kept to the third decimal place in M's statistical base.

1        SEC. 402. SALARIES OF THE SENIOR FOREIGN SERV-  
 2 ICE.—The President shall prescribe salary classes for the  
 3 Senior Foreign Service and shall prescribe an appropriate  
 4 title for each class. Basic salary rates for the Senior Foreign  
 5 Service may not exceed the maximum rate or be less than  
 6 the minimum rate of basic pay payable for the Senior Execu-  
 7 tive Service under section 5382 of title 5, United States  
 8 Code, and shall be adjusted at the same time and in the same  
 9 manner as rates of basic pay are adjusted for the Senior Ex-  
 10 ecutive Service.

11        SEC. 403. FOREIGN SERVICE SCHEDULE.—(a) There is  
 12 hereby established the Foreign Service Schedule, which shall  
 13 apply to the members of the Service who are citizens of the  
 14 United States and for whom salary rates are not otherwise  
 15 provided for by this chapter.

16        (b) The Foreign Service Schedule shall have 10 salary  
 17 classes, designated FS-1 through FS-10, which shall corre-  
 18 spond to grades of the General Schedule under section 5332  
 19 of title 5, United States Code, as follows:

Salary class:	Shall correspond to grade:
FS-1.....	GS-15
FS-2.....	GS-14
FS-3.....	GS-13
FS-4.....	GS-12
FS-5.....	GS-11
FS-6.....	GS-9
FS-7.....	GS-7 GS-8
FS-8.....	GS-6 GS-7
FS-9.....	GS-5 GS-6
FS-10.....	GS-4 GS-5

(c) Each class in the Foreign Service Schedule shall have 14 salary steps. The first 10 salary steps in each class shall be equal to the steps for the corresponding grade in the General Schedule and the remaining 4 steps shall be in increments equal to the average increment of the first 10 steps in that class.

(d) Salary may not be paid under the Foreign Service Schedule at a rate in excess of the rate of basic pay for level V of the Executive Schedule under section 5316 of title 5, United States Code.

(e) The Secretary of State shall prescribe regulations to carry out this section.

SEC. 404. ASSIGNMENT TO A SALARY CLASS.—(a) The Secretary shall assign all Foreign Service officers and Foreign Service personnel (other than Foreign Service personnel who are paid in accordance with section 407 or who are family members of Government employees paid in accordance with a local compensation plan established under section 408) to appropriate salary classes in the Foreign Service Schedule.

(b)(1) The salary class to which a member of the Service is assigned under this section shall not be affected by the assignment of the member to a position classified under chapter 5.

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## 1 SEC. 406. WITHIN-CLASS SALARY INCREASES.—(a)

2 Any member of the Service receiving a salary under the For-  
3 eign Service Schedule shall be advanced to the next higher  
4 salary step in the member's class at the beginning of the first  
5 applicable pay period following the completion by that  
6 member of a period of—

7 (1) 52 calendar weeks of service in each of salary  
8 steps 1 through 9, and

9 (2) 104 calendar weeks of service in each of  
10 salary steps 10 through 13,

11 unless the performance of the member during that period is  
12 found in a review by a selection board established under sec-  
13 tion 602 to fall below the standards of performance for his or  
14 her salary class.

15 (b) The Secretary may grant, on the basis of especially  
16 meritorious service, to any member of the Service receiving  
17 an increase in salary under subsection (a), an additional  
18 salary increase to any higher step in the salary class in which  
19 the member is serving.

20 SEC. 407. SALARIES FOR FOREIGN SERVICE PERSON-  
21 NEL ABROAD WHO PERFORM ROUTINE DUTIES.—(a) The  
22 Secretary may establish salary rates at rates lower than  
23 those established for the Foreign Service Schedule by section  
24 403 for the Foreign Service personnel described in subsection  
25 (b). The rates established under this subsection may be no